# Moving Forward

## a triennial report

December 1982 - March 1986

manitoba advisory council on the status of women

87-03642/

**Manitoba Advisory Council**
**on the Status of Women**
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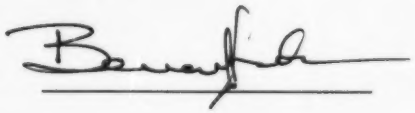
March 2, 1987

The Honourable Judy Wasylycia-Leis
Minister responsible for the Status of Women
Room 141, Legislative Building
Winnipeg, Manitoba
R3C 3H8

Dear Minister:

The Manitoba Advisory Council on the Status of Women is pleased to present you with a triennial report. This report summarizes the activities of the Council from its re-establishment in December 1982 to March 1986, immediately preceeding your appointment as Minister responsible for the Status of Women.

Sincerely,



Beverly Suek
Chairperson

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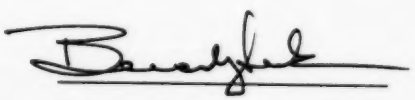
# Chairperson's Remarks

The establishment of the Manitoba Advisory Council on the Status of Women was an important step in ensuring that women have an input at senior decision-making levels within the government. Its role as an advisor continues to ensure that the Government of Manitoba is clearly aware of the impact that it is making on women through its policies and programmes.

It is the Council's goal that tomorrow's women and men have equal status in society: in jobs, in social benefits, and in decision-making processes. The establishment of an Advisory Council on the Status of Women is an *interim* measure which will cease only when women's voices are equally heard in the government and in the legislature. Consequently, the history of the Council is a part of the "herstory" of women moving towards a just and equal society. It is imperative that this story of the past not be lost, as so much of women's contributions have previously been "mislaid".

We would particularly like to give credit to the Chairperson of the Manitoba Advisory Council on the Status of Women from December 1982 to October 1985, Roberta Ellis-Grunfeld. We also credit the Council members and staff whose efforts enhanced the Council's credibility within the government, and who earned the confidence of the women's community by making sure that their priorities would frame the Advisory Council's work.



Beverly Suek

# Manitoba Advisory Council on the Status of Women

**Goal:**

To work towards equality of treatment and opportunity for women and men in the province.

**Background:**

The women's movement in Canada today is a complex network of interlinked units charged with the task of advancing and monitoring the status of women. One would be hard-pressed to set an exact date marking the origin of the Canadian feminist movement. Certainly the Royal Commission on the Status of Women of February 1967, is a landmark in terms of recognizing the decades of work that women have poured into correcting women's inequality.

The mandate of the Royal Commission was to "inquire into and report on the status of women in Canada, and to recommend what steps might be taken by the federal government to ensure for women equal opportunities with men in all aspects of Canadian society."

As a result of the inquiry, the Canadian Advisory Council on the Status of Women (C.A.C.S.W.) was established as a permanent body to provide ongoing recommendations to the federal government. A further recommendation of the Royal Commission on the Status of Women was that each provincial government should establish its own Council.

Concerted lobbbying by numerous women's organizations encouraged the Government of Manitoba to bring into existence its own Advisory Council on the Status of Women in 1980 with the late Muriel Arpin appointed as Chairperson. The Council's annual report of 1980-81 documents its work on behalf of Manitoba women; by late winter of 1981-82, due in part to the terminal illness of the Chairperson, activity had diminished and eventually discontinued.

On December 1, 1982, Order-in-Council # 1414 re-established the Manitoba Advisory Council on the Status of Women with the appointment of Roberta Ellis-Grunfeld as the Council's Chairperson. The initial six-month mandate of the six member Council nucleus was to rebuild and clarify the structure and function of the organization.

On July 6, 1983, membership of the Manitoba Advisory Council on the Status of Women was expanded to thirteen members through Order-in-Council # 739 and to sixteen on March 27, 1985 through Order-in-Council # 411.

**Mandate:**

To advise the Government of Manitoba, through the Minister responsible for the Status of Women, on such matters as are referred, for consideration, by the provincial government to the Advisory Council; and as are deemed appropriate by the Advisory Council to draw to the attention of the Government of Manitoba.

**Role:**

- To consult with the women's community on issues affecting women.
- To introduce to the Government of Manitoba recommendations which can shape policy, programmes and legislation.
- To inform the public of formal recommendations addressed to the provincial government.
- To ensure that government policy development and legislative initiatives reflect the right of women to equality.

**Structure:**

The Advisory Council operates as an arms-length body, funded by the provincial government, reporting directly to the Minister responsible for the Status of Women. Council employees report to the Council through the Chairperson.

Functionally, the Council provides independent policy advice to the executive level of the government.

Administratively, it receives considerable support from the department serving the Minister's other portfolio and adheres to the government's financial guidelines and operating procedures.

# Executive Director's Overview

Within this three-year period, the Manitoba Advisory Council on the Status of Women has evolved from a small group of six Council members without staff, who met in a borrowed room at the Legislative Building to a body of fifteen members supported by three employees, comfortably installed in a central location --- inspired at its monthly meetings by a ceramic mural, depicting woman through the ages, created specifically for the Status of Women's own boardroom, and donated by the artist, Judy Springer.

The Council's mandate is to advise the provincial government whose decision-making process is the focus of the Council's attention in advancing women's equality.

The place along the spectrum of this decision-making process at which the Advisory Council sits, part way between a community lobby group at one end and the government Cabinet table at the other, determines its *modus operendi.*

Provincially funded with members appointed, and given the role of serving the goal of women's equality, neither the government nor the women's community was confident initially as to whether the Advisory Council would meet their needs. The first priority of the Council has been to earn the respect of both, and so form a solid basis of credibility from which to operate.

Manitoba women have a long history of effective community action on behalf of women's rights. The very existence of an Advisory Council in this province is but one example.

At the Cabinet table, this Council was fostered during its first two years by the energy, knowledge and commitment to equality of the late Mary Beth Dolin as Minister responsible for the Status of Women. Her successor, Muriel Smith, has brought to her role many years of community expertise in the women's movement, and a determination to translate its issues into government policy.

These three years have served to establish the Manitoba Advisory Council on the Status of Women as a provincial body, to develop the framework for its work, and to demonstrate its purpose, its capabilities and its potential.

This triennial report is a summary of that effort.

Joan Eliesen

# Council's Backbone: Members

The Manitoba Advisory Council on the Status of Women is currently comprised of fourteen Council members and a Chairperson appointed by the Government of Manitoba for terms of two and three years. The Chairperson commits the equivalent of half-time to her duties on behalf of the Council.

Council membership is representative of urban, rural and northern women. The members provide a broad range of expertise and experience on issues of concern to women in the province. The range includes the areas of health, education (public, post-secondary and continuing), law, immigration and settlement, labour, social policy, farming, community organizations, women on reserves, urban north, employment and training, work in the home, work in the wage sector, parenting and grandparenting.

Council members consult with representatives of groups and organizations, and with individuals who are working at the community level on women's issues; they bring the groups' concerns to Council's monthly meetings; determine priorities and formulate recommendations for the provincial government.

Chairperson
**Roberta Ellis-Grunfeld, Winnipeg**
(December 1982-October 1985)

Came to the Advisory Council from the position of Chairperson of the Manitoba Action Committee on the Status of Women. Along with her experience in the women's community, she brought analytical, organizational and public speaking skills to her role, and a background in education.

Photo not available

**Beverley Bear, Winnipeg**
(March 1985-to present*)

Brings a young urban aboriginal woman's perspective as well as social service expertise.

Photo not available

**Agnes Calliste**
(September 1983-September 1984)

Served one year prior to moving to Ontario; brought social policy and post-secondary education expertise; was also actively involved in the Congress of Black Women.

**Beverley Cann, Winnipeg**
(September 1983-to present)

Is active in women and unions' issues as well as in women's health; is a nurse practitioner.

* "to present" signifies that the Council member continues to serve as of March 1986.

**Jennifer Cooper, Winnipeg**
(December 1982-to present)
Acting Chairperson: October 21, 1985-January 15, 1986

A lawyer and a member of the Manitoba Association of Women and the Law; advocates women's legal rights in law practice and in the women's community.

**Sally Cunningham, Nesbitt**
(September 1983-to present)

A farm woman, a member of the local school board and a professional mental health worker; is active in rural farm organizations.

**Mariette Ferré-Collet, Winnipeg**
(December 1982-to present)

Brings expertise with the education system as a former teacher and current staff member of the Manitoba Teachers' Society.

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**Eliza Fiddler, Island Lake**
(December 1982-to present)

Offers the perspective of living on a northern Indian reserve as a parent; is also a principal of a local school and a community facilitator for women's needs.

**Joyce Harrison, Winnipegosis**
(December 1982-July 1985)

Provided the experience of an elder rural woman active in her local women's community; an advocate for victims of wife abuse.

**Daphne Howard, Winnipeg**
(March 1985-to present)

Brings expertise as a professional health care worker and as an active member of the Congress of Black Women.

**Virginia Jamieson, Dauphin**
(August 1985-to present)

Brings the priorities of rural and urban women through her participation in local women's organizations; also provides a background of experience within the arts community.

**Carol King, Thompson**
(September 1983-December 1985)

Brought expertise in Indian community development, child care training and journalism; active in local women's groups.

**Lilian McIlwain, Winnipeg**
(September 1983-to present)

Provides expertise in women's training and employment, senior citizens' needs and poverty issues affecting women.

**Pauline Russell, Winnipeg**
(December 1982-to present)

Brings active involvement in unions on behalf of women's equality; and expertise in child care and single parents' needs.

**Joy Santos, Winnipeg**
(March 1985-to present)

Is active in labour force issues affecting immigrant women, involving language training, pay equity and unions.

**Joan Siran, Winnipeg Beach**
(March 1985-to present)

Provides her knowledge and perspective of raising a large family in a rural community; is involved with inter-faith Christian organizations.

**Irene Spooner, East St. Paul**
(September 1983-to present)

Brings considerable involvement in the political arena at both municipal and provincial levels; serves the concerns of senior citizens and homemakers.

**Ruth Vogt, Winnipeg**
(September 1983-to present)

Gives her experience as an educator and a journalist along with the perspective of an active member in the Mennonite community.

# Council's Back Stage: Employees

The Office of the Manitoba Advisory Council on the Status of Women currently functions under the management of an Executive Director who serves as the Chief Executive Officer of the Council. Her staff consists of one Secretary and one half-time Researcher.

The Office carries out the decisions of the membership, researches topics of concern to women in the province, prepares discussion papers for the Council members and provides a liaison with government officials and the women's community. The Office is also responsible for the general administration and co-ordination of the work of the Advisory Council.

Executive Director
**Joan Eliesen**
(February 1983-to present)

Brings expertise in public policy analysis of women's issues, co-ordination of community- based service delivery to women, public and professional education on women's issues and administration of financial and human resources.

Researcher
**Sheila Gordon**
(July 1985-to present)

Brings expertise in social policy, research and analysis affecting women, labour force equality and community-based service delivery to women; is currently completing a Master's degree in Social Administration and Policy.

Secretary
**Rosemarie Zradicka**
(September 1983-to present)

Brings expertise in all aspects of administrative support, and information and referral procedures; has a knowledge of women's issues through active participation at the community level.

# Recommendations

**Economic independence is a necessary condition for women. Much of women's inequality in society stems from economic dependence on others. It is readily acknowledged that men require economic independence for reasons of dignity, options of livelihood and basic power to assert some measure of control over their lives. The same is not acknowledged for women.**

The Advisory Council's goal is to work towards the equality of opportunity and treatment for women and men in the province.

To accomplish this, the Council identifies the priority concerns of women; develops recommendations based on research studies and consultations; and assesses government's ability to meet women's needs.

At such time that all legal, economic and social government policies are adopted taking into serious consideration their impact on women, the Council will be pleased to formulate a recommendation to self-destruct.

Meanwhile, areas designated for research are determined by the priorities of the Advisory Council and by requests from government. The Council's research studies provide the Government of Manitoba with specific recommendations on issues affecting Manitoba women.

In the development of its reports, briefs, and discussion papers, the Council has established contact and consulted with women's organizations, individuals and most provincial government departments.

In order to address those critical issues having an impact on women, the Advisory Council adopted a sub-committee structure in Spring 1983. Sub-committees combine the expertise of members and employees of the Council and of the women's community. They are created and dismantled as required.

The analysis of issues affecting women, and the development of applicable research studies have enabled the Manitoba Advisory Council on the Status of Women to provide the Government of Manitoba with recommendations in the following areas:

## WOMEN'S DIRECTORATE

As early as May 1983, the Advisory Council identified the absence of an internal governmental structure which would enable the Government to respond in a co-ordinated, effective manner to policy issues of concern to women.

- The Council consulted with people well-versed in both the bureaucratic system and the women's community and produced an analysis of problems and suggestions for possible solutions;

- Initiated consultation with Cabinet Ministers to explore means of strengthening intra-governmental co-ordination;

- Provided the Minister responsible for the Status of Women with background papers assessing the need for a Women's Directorate to co-ordinate the government's response and serve as staff to the Minister.

- Acted as a resource during the implementation of the new office.

## PENSIONS

Prior to developing legislation to amend the Manitoba Pensions Benefits Act, the provincial government asked the Advisory Council to provide advice regarding the impact of pension policy on women.
Following its monitoring of the public hearings in March 1983, the Council first organized consultations with representatives of women's

organizations which had made presentations to the Pension Commission. The Council thereafter presented the Minister responsible for the Status of Women with a report recommending some modifications on the Commission's recommendations on May 3, 1983. The following is a synopsis of the Council's recommendations:

**• Portability**

1. Portability must be mandatory.

2. A low rate of interest must be used to calculate the benefits of a terminating employee's pension plan.

**• Participation and Eligibility**

3. The Council supports the recommended eligibility of part-time workers.

4. The Council disagrees with the minimum age requirement of 25 years for eligibility because it clearly discriminates against women who work for several years prior to age 25 and then must leave to bear and raise children.

5. The requirement of 2 years of service is reasonable providing that certain mechanisms are put in place:

- Provision for employees to opt to buy back their first two years' worth of benefits.
- Monitoring employers to prevent possible abuse - i.e. prevention of eligibility through rotating terminations at 2 years less a day, and then re-hiring.
- Clarification is needed in the definition of "employee". In the case of part-time workers (mostly women), the 2 years' service must be calendar-years, not staff-years.

6. Parental leave must be available to fathers as well as mothers.

**• Pension Credits & Marital Property Law**

7. Pension credits must be removed entirely from The Marital Property Act.

8. Pensions credits should be split at commencement of marriage.

9. The area of the rights and responsibilities of common-law spouses needs to be rationalized: the Marital Property Act applies only to married people; all legislation must recognize the fact that anyone who cohabits without marriage probably chooses to do so.

**• Survivor Benefits**

10. Clarification is essential regarding the 60 months' "minimum" guarantee of survivor benefits.

11. A mechanism must be put in place to prevent accessibility to waivers by the public.

12. Survivor benefits must continue after remarriage.

**• Mortality Tables**

13. The Council fully supports mandatory unisex mortality tables.

## REPRODUCTIVE HEALTH

A sub-committee was formed to research this issue and to develop recommendations for the Council's approval. A paper presented to the provincial government on May 16, 1983, urged those in public office to respect the concerns of Manitoba women and to address the matter of reproductive health care as one of high priority. The following recommendations concluded the report:

**1. At the Provincial Government Level**

• That a comprehensive, province-wide programme be developed and implemented to provide the full range of reproductive health care services to all Manitobans at minimal cost.

• That these services be provided:

a) Through the institution of regional public reproductive health care clinics, and
b) Through the expansion of services and facilities in existing hospitals.

• That these facilities provide the following services:

a) Information, counselling and provision of all safe methods of family planning and birth control, to women and men, including vasectomy and tubal ligation. Regulations must ensure that decisions regarding prevention of pregnancy are made by the individual concerned in consultation with her/his physician. Where a physician is opposed to birth control, mandatory referral must occur.

b) Public education for adolescents: an awareness campaign to include such topics as human sexuality, peer pressure, options and their implications for the future, respect for one's self and others, responsible sexual behaviour, and sexually transmittable diseases.

c) Equal access to safe early abortions when the above measures fail, through ignorance or method failure, and an unplanned pregnancy results. This service must include pre- and post-operative counselling, to assist the woman in making an informed decision, and to prevent its

re-occurrence. Where the physician is opposed to therapeutic abortions, mandatory referral must occur.

d) Pre and postnatal health care services, including parental counselling.

**2. At the Federal Government Level**

• That the Province urge the federal government to remove abortions performed by licensed medical practitioners from the Criminal Code.

The present system of Therapeutic Abortion Committees gives inequitable, inconsistent access to this service, endangers women's health by often delaying the procedure into the second trimester, and fails to provide women with the right to be heard, or the right to appeal.

The Advisory Council believes that the decision to terminate a pregnancy must be made by a woman in consultation with her physician.

**3. The Morgentaler Clinic**

• That the provincial government should

- approve the Morgentaler Clinic, as a non-profit reproductive health care facility, and operate it (as offered by Dr. Henry Morgentaler);

- provide the complete range of services outlined above as soon as the government policy is in place.

## PORNOGRAPHY

• On June 22, 1983, Council members resolved that "the Canadian Coalition Against Media Pornography's definition of pornography is acceptable for use by the Manitoba Advisory Council on the Status of Women. The Council resolves to advocate the eradication of pornography as defined:

> Pornography is the verbal or pictorial material which represents or describes sexual behaviour that is degrading or abusive to one or more of the participants, in such a way as to endorse the degradation. (Helen E. Longino)"

The Council believes that this definition is distinct and does not confuse pornography with eroticism, described by Gloria Steinem as:

> mutually pleasurable, sexual expression between people who have enough power to be there by positive choice.

• In October 1983, the Advisory Council jointly hosted an education session on pornography with the Manitoba Action Committee on the Status of Women. Invited guests included elected officials from the three levels of government, government officials, members of the judicial system and law enforcement and representatives of women's organizations. Concerns of the latter were identified and explained, and recommendations for government action were presented by the Action Committee and the Canadian Coalition Against Media Pornography.

• A sub-committee of Council developed a brief which was presented to the Fraser Committee hearings on Pornography and Prostitution in April 1984, and forwarded to the provincial government for its consideration. In its brief, the Council fully endorsed the recommendations of the Canadian Coalition Against Media Pornography.

## WIFE ABUSE

• In November 1983, the Advisory Council supported the recommendations of a coalition of women's organizations regarding the inappropriateness of charging crisis shelter victims of wife abuse a daily rate and administering NEEDS Tests to determine their ability to pay. The Council then facilitated the coalition's presentation to the relevant Cabinet Ministers (Status of Women, Community Services, Employment Services and Economic Security and Housing).

• Following consultation with women's organizations providing direct services to battered women, a brief was submitted to the Minister responsible for the Status of Women. The paper, dated February 1984, outlined a summary of concerns regarding the funding of crisis services to abused women and recommended the following:

1. Stable, ongoing funding to crisis shelters and centres and safe houses is essential.

2. Service must be free to clients, with no NEEDS Test. The Government of Manitoba must join with other provincial governments in persuading the Government of Canada to amend Canada Assistance Plan regulations for federal sharing of costs under CAP which require NEEDS Tests for clients of crisis shelters.

3. Services to children of victims must be an integral part of the funded service.

4. Regional community autonomy must be ensured through community-based boards.

5. Co-ordination of government policy and programmes concerning wife abuse should be provided by a unit, within the Department of Community Services, of employees with expertise in the field of wife abuse.

6. Regional government/community/agency input, may be sought through an Advisory Committee, to include the one province-wide service, Manitoba Committee on Wife Abuse, and northern and rural representatives selected by the service deliverers within each area.

7. Government must ensure a continuum of services to the victim, past the initial crisis stage, including counselling, court advocacy and second-stage housing.

• Remarks attributed to two provincial judges quoted in the media, appearing to minimize the crime of wife assault, spurred the Advisory Council to ask the Attorney-general to assess the competence of provincial judges in wife abuse cases, and to investigate the needs of victims. The letter dated May 13, 1984, recommended the following:

"To convene a meeting of members of the judiciary, appropriate government officials and experts in the field of wife abuse to investigate, as a priority, the needs of the victim as she enters the court system.

Reluctance to testify is motivated by very real fears: fear of violent retaliation for testifying; fear of sudden poverty; fear of surviving on her own; fear of the future of the relationship. These realities must be addressed, and measures adopted, before a woman who has been beaten by her spouse can be expected to face the court process with anything approaching equanimity."

## ECONOMIC GROWTH & POLITICAL PROCESSES

In November 1983, the Advisory Council presented a brief with 36 recommendations to the Royal Commission on the Economic Union and Development Prospects for Canada. The recommendations dealt with concerns regarding the full participation of the Young Woman, the Woman in the Labour Force, the Immigrant Woman, the Homemaker, the Older Woman and the Single Parent in Canada's economic growth and political processes. The brief was forwarded to the Government of Manitoba for its consideration in federal/provincial matters.

## CHILD CARE

• In February 1984, the Council endorsed and supported the concerns of the Manitoba Child Care Association with regard to the government's financial commitment to child care. The following recommendations were put forward to the Government of Manitoba:

1. That the level of funding to the child care system be reconsidered in the light of the direct relationship between accessible, affordable child care and job creation initiatives.

2. That, in line with the Manitoba Child Care Association position, there be:

- a funding increase to 15% with immediate funding to centres having evidence of deficit budgets;

- methods introduced to assess individual centres' needs to ensure equality of funding.

• The Advisory Council was consulted in the development of Manitoba's proposed draft Act, Canada Day Care & Family Support Services Act, widely distributed by the Minister of Community Services, in November 1984.

• The Council provided advice to the Departments of Community Services and Employment Services and Economic Security regarding upgrading of child care workers and concurrent staff replacement in child care centres.

## INCEST

• In the spring of 1984, a Council subcommittee was formed and consultation with members of the community took place. Graduate students from the Manitoba Government's Student Temporary Employment Programme (S.T.E.P.) developed a report with 41 recommendations for Council members' approval. In January 1985, the Advisory Council presented the final report entitled, The "System's" response to victims of incest in Manitoba to the Government of Manitoba.

**1. Medical and Child Protection Services**

1. Development of a separate "Physician's Protocol" focused on incest and sexual abuse of children.

2. Distribution of this "Sexual Abuse Protocol for Physicians" to all Manitoba physicians and the requirement of its use by physicians.

3. Development of Child Abuse Units or Teams within all Manitoba hospitals.

4. Allocation of funding for the Child Protection Centre in Winnipeg to enable:

a) the hiring of additional psychologists, social workers, and physicians;

b) the expansion of premises;

c) the expansion of therapy programming; and

d) the expansion of preventive programming.

5. Development of a Children's 24-hour Crisis Line.

6. Allocation of funding for the development of Child Abuse Centres similar to the "Child Protection Centre", within each region of the province.

7. Nationalization of Provincial Child Abuse Registries with a provision for 24-hour access by designated personnel within all mandated child caring agencies.

8. a) Mandatory training for all students of medicine, nursing and psychiatry on incest and the sexual abuse of children; teaching approach to incorporate removal of blame from the victim.

b) Professional education, for currently practising health care workers, on incest and the sexual abuse of children to be developed and encouraged by the College of Physicians and Surgeons and the Minister of Health.

9. Mandatory training for social workers, psychologists, foster parents and group home workers on incest and the sexual abuse of children.

10. Development of special protection and treatment homes for sexually abused children to:

a) provide a temporary supportive environment for children whose non-abusing parent is unable to give protection; and

b) house a treatment programme for any child victim.

**2. Legal Aspects**

11. Redefinition of "sexual abuse" in the Child and Family Services Act to stress its exploiting and abusive nature rather than its sexual nature.

12. Incorporation into the Child and Family Services Act of provisions for removing the offender from the home in order to protect the child.

The Manitoba Advisory Council urges the Federal Government to:

13. Amend Section 150 (incest) of the Criminal Code to include as possible offenders all adult family members (ie. parents, step-parents, uncles, aunts, foster-parents, common-law spouse of parent, in-laws, etc.);
"Incest" should not be limited to intercourse, but include all forms of sexual activity between adult and child in the same family.

14. Remove incest from Part 1V - Sexual Offences, Public and Morals and Disorderly Conduct, and place it alongside "sexual assault" under Part V1 - Offences Against the Person and Reputation.

15. a) Amend Section 246.1(2) to protect children under age 18 against assailants of at least three years their senior.

b.) Strengthen sentencing provision in Section 246 in cases of abuse of power in a dependency/ authority relationship.

16. Repeal Sections 140, 146, 151 and 153.

17. Expansion of the Child Abuse Unit within the City of Winnipeg Police Department with an increase in the number of female officers in the unit.

18. Development of an RCMP Child Abuse Unit within the Winnipeg RCMP, and within regions throughout Manitoba.

19. Mandated training for all officers, judges and Crown attorneys in the area of child sexual abuse and incest.

20 Use of anatomically correct dolls and videotapes during investigations with children and as evidence in court.

21. Assignment of trained Crown attorneys to work with the police/ RCMP on incest cases.

22. Recordkeeping and data collection on incest and sexual abuse of children to be completely revised and co-ordinated at the provincial government level, so as to provide comprehensive and consistent statistics by all agencies/institutions involved.

23. Development of multidisciplinary teams to be involved in legal investigations.

24. Priorization of incest cases to speed their process through the legal system.

25. Required closing of all court sessions to the public.

26. Allowing the child the option of giving testimony to the judge alone in her/his chambers rather than in the court-room.

27. Ban on the release of any victim-identifying information to the public.

28. Standardized and secular "swearing in" procedures for children, allowing children under twelve to give sworn testimony.

29. Child and Family Services Act requirement to report to be strengthened in enforcement through policies governing professionals.

**3. Prevention and Treatment**

Prevention

30. Incorporation of education on incest and sexual abuse of children into the core school curriculum.

31. Mandated training on incest and sexual abuse of children for all teachers and school personnel.

32. Financial support for the use of preventive programmes such as "Feeling Yes/Feeling No" and the National Film Board film series in all Manitoba schools.

33. Update of the "Teacher's Protocol" on Child Abuse to include incest and sexual abuse of children.

Treatment

34. Development of Child Sexual Abuse Committees, each with a multidisciplinary approach, throughout Manitoba, similar to the Dauphin S.C.A.N. team currently operating.

35. Development of Child Abuse Centres/Teams for treatment of child victims, non-abusing parents and siblings, in rural and northern areas of Manitoba, similar to the Child Protection Centre in Winnipeg.

36. Development of special programmes for the treatment of adult women who were incest victims in childhood (including a residential treatment centre) and increased funding for existing services.

37. Allocation of continuous funding for self-help organizations for incest victims.

38. Support for research into treatment programmes for incest perpetrators.

39. Development of a treatment centre/programme for incest offenders in Manitoba.

40. Development of appropriate services for incest victims within Indian Reserves in Manitoba in consultation with the Bands.

41. Adequately resourced co-ordination of four departments of Government of Manitoba (Education, Community Services, Health, and Attorney-general) to bring about changes and improvement in the areas of treatment and prevention of incest.

• On October 17, 1984 the Advisory Council issued a joint news release with the Manitoba Action Committee on the Status of Women and Klinic Community Health Centre Inc. encouraging public participation in the consultation on the Badgley Report on Sexual Offences Against Children and Youth.

While the three organizations commended the Badgley Commission for its obvious concern, and for the *quantum* leap it has taken in the caring nature of its report, they found problems in several of the recommendations. For example:

1. The excessive authority and control being given to the proposed Office of the Commissioner. For instance, all research on the issue of sexual abuse of children receiving any federal funds must be granted prior appproval by this Office. This includes research through grants, contracts and arms-length agencies.

2. While the report has identified child prostitutes as victims of sexual exploitation, the only means suggested for intervention essentially treats the victim as the offender. The recommendation of the Badgley Report is that the child prostitute be arrested and convicted on a criminal charge.

## PROSTITUTION

The following recommendations stem from the Council's brief submitted to the Fraser Committee hearings on Prostitution and Soliciting in April 1984. The brief was also forwarded to the provincial government for its consideration.

1. Decriminalization: There should be no legal prohibition enacted by any jurisdiction relating to soliciting.

2. Legalization: There should be no regulatory or licensing laws enacted by any jurisdiction relating to soliciting.

3. Procuring: There should continue to be criminal prohibition for procuring and living on the avails of prostitution.

## INDIAN WOMEN

• The Council advised the government of the concerns of Indian women regarding the Constitutional Accord reached by the First Ministers and its effect on the equality of aboriginal women.

• On June 27, 1984, the Advisory Council sent a telegram to all federal and provincial departments concerned with the Indian Act.

"The repeal of section 12-1(b) of the Indian Act is important to all Canadians who oppose the blatant injustice which successive federal governments have ignored. This Council wishes to see Indian women treated equally under the relevant legislation. While the Council supports the intent of Bill C-47, we believe it is crucial that the views of Indian women be fully attended to. Indian women have been ignored for long enough."

## FAMILY LIFE & SEX EDUCATION

• The following recommendation stems from a letter addressed to the Minister of Education on October 22, 1984:

That the Department of Education move ahead with the implementation of the Family Life and Sex Education Programme in schools.

• The Advisory Council developed a resolution on Family Life Education adopted by Council members on May 2, 1985:

1. That Family Life Education be an integral part of the provincial health curriculum for Manitoba schools.

2. That parents have the right not to enrol their children in the Family Life Education portion of the health programme.

3. That resources be made available at the provincial and local levels to ascertain that teachers responsible for the delivery of the programme have access to re-education and ongoing professional development programmes.

4. That cultural, linguistic, regional, geographical and socio-economic diversities be taken into consideration in the development of curriculum and materials for the Family Life Education programme.

5. That there be provision for parental consultation and active involvement in all stages of programme development and implementation.

## WOMEN IN THE PAID LABOUR FORCE

A Council sub-committee consulted with women in the community and developed a discussion paper called The Economic Realities of Women. The following concerns and recommendations were submitted to the Government of Manitoba in November 1984:

### 1. Affirmative Action

While the initiative for an Affirmative Action policy is commendable, there are concerns that this policy lacks teeth. Women have not seen a mechanism whereby management is mandatorily accountable for results.

The Advisory Council recommended:

1. That the Affirmative Action Co-ordinator be provided with a budget and staff resources, in order to fulfil the objectives entrusted to the Co-ordinator by government.

2. That the first priority of the Affirmative Action Co-Ordinator's Office be the establishment of an accountability mechanism.

3. That it be mandatory that any company or organization doing business with the Government of Manitoba be required to demonstrate that Affirmative Action measures are being implemented in the said company or organization. In other words, the principle of Contract Compliance must be applied.

### 2. Equal Pay for Work of Equal Value

This government made an electoral promise to enact legislation regarding Equal Pay for Work of Equal Value.

The Advisory Council recommended:

1. That the Government of Manitoba proceed to introduce this legislation as a matter of highest priority.

2. That this legislation should be incorporated into the labour law of the province. The labour law review currently in progress makes this most timely.

The Government of Manitoba in its First Report on the Jobs Fund has indicated that:

"The keys to... growth lie in the private sector - businesses and industries which can create new opportunities through expansion or through the development of new companies."

It is therefore crucial that Equal Pay for Work of Equal Value legislation should apply to both the public and private sectors.

3. Government, in the legislation, must establish a quasi-judicial body to guide and oversee the implementation of an Equal Pay for Work of Equal Value provision both in the public and private sectors.

This body would implicitly be responsible for monitoring and enforcing the law.

In recognition of the need for education regarding the private sector and this principle, the Advisory Council recommended:

4. That while implementation commence with the public sector, a defined time framework must be incorporated to include the private sector. This time framework, however, must not be ridiculously long in view of the serious economic penalties already imposed on women in the wage sector.

5. The principle of Contract Compliance must be applied until economic justice renders this unnecessary.

**3. Job Creation Strategies**

The Advisory Council has had a growing concern that the Jobs Fund, in tying job creation so closely to investment and economic development goals, may be having a negative impact on the employment needs of women. Recent data have indicated that women are entering non-traditional areas of employment and are consequently improving their economic position. However, data also show that this improvement for women is largely negated by the effect of the disproportionate number of women continuing to enter traditionally low-paying jobs, many of which are only available on a part-time basis without benefits or security. Women's unemployment rate is similar to that of men, and their underemployment is well documented.

The Advisory Council is currently undertaking a study which will provide recommendations designed to offer the Manitoba Government creative strategies for effectively addressing the unemployment of women within the ongoing objectives and implementation of the Jobs Fund.

## RURAL AND FARM WOMEN

Problems posed by geographic location, isolation, and greater difficulties in bringing people together may give the impression that rural and northern women are less concerned about certain issues. Nothing could be further from the truth. If their voices have been less clearly heard than those of their urban sisters, then the onus is on the government to listen with more attention.

An information document: Some Concerns of Rural and Farm Women was submitted to the Minister responsible for the Status of Women, upon request, in November 1984. Issues addressed included economic equality, child care, health, violence, access to credit, legal concerns, and education.

## SEXUAL ASSAULT

• In a paper entitled Sexual Assault: Manitoba Concerns, dated January 1985, three court cases were presented. They illustrated an alarming indication of the failure of the Manitoba judicial system to carry out the intent of the new Bill C-127, which deals with sexual assault offences. The Advisory Council recommended the following to the Attorney-general:

- To initiate a survey to determine how the new Bill is being administered in the province.

Topics should include:

- Judicial discretion,
- Spousal charges,
- Past sexual history,
- Sentencing as a deterrent and statement of the seriousness of the offence and
- Effect of decisions which, in effect, license sexual assault (see Pappajohn case).

- To act upon the need for education throughout the judicial process to provide a clear understanding of the dynamics of sexual assault and the range and extent of psychological or emotional trauma to the survivor.

• In April 1985, in a letter addressed to the Attorney-general, the Advisory Council stated its strong support of the Klinic Community Health Centre Inc. concerns regarding victims of sexual assault.

1. Police training does not allow for or encourage detective specialization, consequently expertise in this area is under-developed.

2. Victims are denied the support of a friend or counsellor during the reporting interview, contrary to police procedures in other provinces.

3. The practice of polygraphing sexual assault victims compounds the victim's belief that she is disbelieved or not credible.

## WOMEN AND LIMESTONE

A short paper with recommendations sent to the Minister of Energy and Mines on February 6,1985 stated the following:

### 1. Northern Preferential Hiring Clause

In view of the traditional job patterns of women, it is doubtful whether this clause will have a broad affirmative action impact from the perspective of women's participation. Nevertheless, the Advisory Council would strongly urge that resolute political determination be made clear regarding active recruitment of women. In order to determine effectiveness, an accountability item will have to be built in.

### 2. Training Programmes

Should it become apparent that disproportionate gender weightings are showing up, the training programmes are the logical area within which to address this concern. The Advisory Council strongly urges that there be a forceful drive to recruit women for training programmes. It is not sufficient to provide equal opportunity and leave the onus on the women to surmount the psychological, intellectual and traditional barriers women, and especially aboriginal women have to overcome. Active recruitment and encouragement will begin to make a difference.

### 3. Finding Skilled Workers

Where skilled female workers exist, the Advisory Council urges that they be hired: such role models are invaluable.

The Council offered to assist in developing effective strategies to ensure that northern women not only perceive that Limestone will benefit them, but that Limestone really will benefit them.

## FAMILY LAW

In October 1985, a report with recommendations The Economic Realities of Women under the Manitoba Family Maintenance Act was submitted to the Government of Manitoba. The *impetus* to write this report came from a committed group of women known as the *Ad-Hoc* Family Law Monitoring Group (former members of The Family Law Coalition). The group sought the Advisory Council's assistance in furthering its volunteer work, and a Council sub-committee was struck to develop the report. The following recommendations were put forward:

1. Amend s. 4 of the Act to state that where the income earning ability of one spouse has been impaired during the marriage, that spouse must be given time and maintenance in order to discharge her obligation to become financially independent of the other spouse.

2. A spouse should be considered "financially independent", as contained in s. 5(1) (g) of the Act, only when she can maintain a standard of living similar to that of her estranged spouse.

3. Define "impairment of income earning capacity and financial status", as contained in s. 5 (1) (h) of the Act, to have occurred whenever a spouse has taken responsibility for homemaking or parenting in priority to or instead of her work in the paid labour force.

4. Amend s. 5 (1) (f) of the Act to provide that a property settlement is not to be taken into consideration in determining maintenance unless there has not been an equal sharing of assets.

5. Amend s. 5 (1) (c) of the Act to provide that in determining maintenance the court should consider the standard of living of both family units with a view to ensuring that such standards are similar for both spouses after separation.

6. That the Attorney-general's Department initiate the reporting and the collection of relevant data concerning maintenance decisions and:
a) distribute same to the judiciary to assist members in their deliberations; and
b) make same available to the public.

7. Amend s. 5 (1) (d) of the Act to provide that a pre-existing obligation for the support and maintenance of a child or former spouse must be considered and maintained in the event of a subsequent motion to vary by a paying spouse who has taken on new family obligations.

# Government Action

**The economic situation of women is well-documented. Potential solutions to their problems have not been overlooked; considerable research exists regarding remedial action. The required efforts needed to achieve equality are clear. Women look to government to provide leadership in moving society forward from good intentions to effective action and concrete results.**

Many factors influence the decision-making process of the Manitoba Government. The role of the Advisory Council is to be a major participant in this process.

The following actions taken by the Government of Manitoba up to March 1986 are those which have been brought to the Council's attention as related to its recommendations.

## PENSIONS

On July 21, 1983, the Minister of Labour introduced Bill 95, amending pension benefits. The new Manitoba Pensions Benefits Act, effective January 1984, makes pensions more portable; allows earlier vesting and shorter lock-in periods; extends coverage to part-time employees; recognizes pension benefits in the division of family assets on marriage (including common-law relationships) breakdown; and adopts unisex mortality tables.

## PORNOGRAPHY

• In November 1983, the Attorney-general proceeded to strengthen the provincial judicial system's response regarding enforcement and sanctions imposed on offenders. He announced that a tougher approach would be taken with those who retail pornography. Indictment and jail sentences were to be considered as well as the current practice of summary conviction and fines.

• In April 1984, the Minister of Culture, Heritage and Recreation, in co-operation with the Attorney-general's Department, undertook a study of communications technology and film classification that included the issues of violence, pornography and obscenity as they relate to film product forms, their distribution and exhibition. Comments were sought from a variety of sources. The Council provided an assessment of the study for the Minister.

## SEXUAL ORIENTATION

In February 1986, in a letter addressed to the Minister responsible for the Status of Women, the Advisory Council expressed its concern regarding the lack of legislative protection afforded to gay and lesbian Manitobans and stated the Council's position on sexual orientation.

The Manitoba Advisory Council on the Status of Women adopts as its position that sexual orientation should be included as protected grounds in the Manitoba Human Rights Act.
The Advisory Council urges the provincial government to press the federal government to include sexual orientation as protected grounds in the Canadian Human Rights Act.

The Minister of Culture, Heritage and Recreation developed thereafter new regulations for the classification of video material.

## WOMEN'S DIRECTORATE

In January 1984, the Manitoba Women's Directorate was established, reporting directly to the Minister responsible for the Status of Women.

The Directorate provides support to the Minister responsible for the Status of Women through the co-ordination of government planning and response regarding issues affecting the status of women and provides a central information contact point for the public on matters concerning government activities in this area.

## REPRODUCTIVE HEALTH

In February 1984, the Minister of Health allotted an extra $1 million for the establishment of a Reproductive Health Promotion Programme. A particular focus, as recommended, is a mass media campaign for the province, aimed at the adolescent age group and co-ordinated by community health organizations.

The promotion programme includes:

- outreach and counselling services to the high risk groups in Winnipeg;
- a provincial information/referral line;
- the development of a training programme for professionals and para-professionals to improve knowledge and counselling skills.

## WIFE ABUSE

The Minister of Manitoba Community Services

• requested in March 1984, in a letter to the Federal Minister of Employment and Immigration, that more stable funding be made available for crisis services, particularly when they are initiated with federal employment creation grants;

• advocated to her federal counterpart an ending to the NEEDS testing of women in crisis as a requirement for federal cost-sharing of crisis shelters and safe houses;

• announced on March 30, 1984, a provincial funding policy for crisis centres and community committees through their regional allocation;

• appointed in June 1985, a Provincial Co-ordinator of Wife Abuse Programmes whose office carries out policy development, conducts liaison with community groups and assists groups with programme development.

• In January 1985, the departments of the Attorney-general and Community Services jointly funded, upon the Council's recommendation, the services of a consultant to assist an *Ad Hoc* committee on wife abuse in the development of a training proposal. During the consultation meetings, held in the fall and winter of 1984-1985, the committee, composed of direct service providers, along with law enforcement and government officials, concluded that as victims of wife abuse required follow-up services and professional support after the crisis stage and through the court process, the development of expertise to provide these services was an urgent priority.

• In July 1985, through consultation with crisis shelter staff, the department of Employment Services and Economic Security developed a policy which removes financial barriers to shelter from social allowance clients, makes provision for the extension of a woman's stay at the shelter, and provides assistance in establishing secure living arrangements upon leaving the shelter.

## CHILD CARE

• Since April 1984, increases in funding for child day care maintenance grants, subsidized fees and parent subsidies occur incrementally on an annual basis. Since 1984, there is also an annual increase of funded day care spaces. Additional funds were available in 1984 to assist centres to implement new fire and safety standards. In 1986, there was a salary enhancement grant for trained child care workers.

• Through the Child Care Training Programme of the Manitoba Jobs Fund, the government provides skills up-grading training to employed child care workers so that levels will meet the certification requirements recently introduced through the Community Child Care Standards Act.

Wages are also provided for substitutes to replace workers on training.

## INCEST

The revised Bill 12 on the Child and Family Services Act implemented in 1985 includes:

- Further consequences of non-reporting
(Any person who in the course of professional or official duties fails to comply with the Act may be reported and shall face an investigation).

- Application for an order not to contact child
(An agency may apply to court for an order that an offender or a potential offender 1. -cease to reside in the same premises in which the child resides; 2. -refrain from any contact or association with the child).

- Reporting not to identify persons involved
(No media report of a proceeding shall disclose the name of any person involved in the proceedings as a party or a witness or disclose any information likely to identify any such person).

## ECONOMIC EQUALITY

The Government of Manitoba adopted seven (7) principles of economic equality for women. These, the Premier took to the Regina First Ministers' Conference, in February 1985, for tabling and discussion. The Council served as a resource in the development of the principles.

## WOMEN AND LIMESTONE

The Provincial Minister of Energy and Mines responded favourably to the Council's recommendations of March 1985. The following policy was outlined and resources allocated for increasing women's participation through the Limestone Training and Employment Agency:

- To recruit women for training as actively as men.

- To reach, as a long-term goal, 50% female participation in the training categories.

- To actively encourage the participation of women in a broad spectrum of training opportunities.

- To enable women to take full advantage of available opportunities by working with various aboriginal (women and mixed) organizations.

## EQUAL PAY FOR WORK OF EQUAL VALUE

The Government introduced to the Manitoba Legislature its Pay Equity Act which received royal assent on July 11, 1985. The Act covers the provincial civil service, crown corporations, and specified public sector agencies and institutions.

## FAMILY LIFE AND SEX EDUCATION

To date (March 1986), the Council is awaiting a decision by the Department of Education regarding the implementation of the programme. However, through responses at public meetings, public opinion surveys, field testing and through support shown by all segments of the educational and health communities, the Minister has affirmed her conviction of the need for an appropriate Family Life and Sex Education Programme in the province.

## SEXUAL ORIENTATION

The Human Rights Act is under review at the present time (March 1986).

# Community Involvement

**To attain equality of opportunity and treatment for women and men in this province, the Manitoba Advisory Council on the Status of Women strongly encourages Manitoba women to participate in the development of public policy on issues which affect their lives.**

## • Consultations

In the framework of its mandate, the Advisory Council consults with women's organizations about specific concerns.

*Examples:*

- Rural and northern members committed themselves to a variety of groups in giving time and energy to addressing issues common to all women. The Council members have had direct contact with women from a variety of rural locations: Miniota, Elgin, Basswood, Minnedosa, Richer, Solsgirth, Winnipegosis, Hartney, Deloraine, Dauphin, Pilot Mound, to name a few.

- The Council facilitated the meeting of a coalition of women's organizations and Ministers whose portfolios affect the issue of wife abuse; consulted with community organizations and individuals in the development of the Council's recommendations to the Manitoba Government regarding wife abuse.

- The Council organized a discussion with rural women in Brandon in March 1984. Women from surrounding towns and farms identified their priority concerns through a very successful workshop format.
An Advisory Council newsletter focusing specifically on the issues raised by rural and farm women was widely circulated in the province.

- Council members and staff visited five northern communities (Cranberry Portage, Flin Flon, Snow Lake, Thompson, and Waboden) in February1985, to learn of the priority concerns of northern women. Issues raised at these meetings (violence, housing, clean water supply, health of children, education, transportation, cost of living, as well as the ongoing problem of isolation) will form the basis of a report to be submitted to the Government of Manitoba.

- The Council organized a seminar on Education in May 1985. Speakers and panelists addressed the spectrum of concerns regarding the increasing need to educate young people in ways which will encourage healthy decisions about sexual responsibility, career choices, and economic security. An all but unanimous resolution supporting the Family Life and Sex Education Programme was sent to the provincial government.
Participants (32 women's groups from across Manitoba) also discussed means of promoting the Family Life Programme in schools and ways to overcome sex role stereotyping and discrimination in the school system.

## • Joint Projects

*Examples:*

- In concert with the Manitoba Action Committee on the Status of Women, in October 1983, the Advisory Council organized and hosted an education session on pornography. The seminar was attended by elected representatives of all three levels of government, public officials, police officers and women's organizations. Recommendations on pornography from the Canadian Coalition Against Media Pornography and the Manitoba Action Committee on the Status of Women were submitted to the

audience. Print and video materials were presented. An information package was compiled and distributed to the general public by the Advisory Council.

- The *Ad Hoc* Family Law Monitoring Group worked with the Advisory Council and students from the S.T.E.P. Programme in researching and developing a report submitted to the government regarding the Manitoba Family Maintenance Act.

## • Facilitating Role

*Examples:*

- At the beginning of its mandate, the Advisory Council worked closely with the Director of the Women's Bureau in co-ordinating and implementing an Open House in honour of International Women's Day. In March 1983 and thereafter, a reception for all Manitobans marching to the Legislative Building on International Women's Day has been hosted annually by the Minister responsible for the Status of Women.

- The Council provided a liaison function between the community and the Minister responsible for the Status of Women and the Minister of Community Services in the matter of child care policies.

The Council also provided assistance to the Federal Community Task Force on the same subject.

- The Council initiated a project, subsequently funded by the Women's Programme of Secretary of State, to provide information in indigenous languages to aboriginal women on constitutional matters that affect them. The Council sponsored its Island Lake member to serve on the Steering Committee of the project.

- The Council facilitated a series of meetings with women involved in the arts to assist them in launching their own project; then, Women and the Arts/Les femmes et les arts contracted a feasibility study to appraise an international festival to be held in Winnipeg in the summer of 1988.

- The Council facilitated a workshop at the first Manitoba Immigrant Women's Conference and thereafter acted as a resource for the Immigrant Women's Committee.

## • Liaison

Ongoing.
The Council has established liaison with more than 100 organizations concerned with women's issues in and outside the province.

## • Public Speaking

Seminars, conferences and workshops serve to inform groups about the Council's activities and to provide fora for discussion. They also facilitate the bringing of the concerns of Manitoba women to the Advisory Council.

*Examples:*

The Immigrant Women's Conference
The Junior League
The Manitoba Women's Institute
The Y. W. C. A.
The Fort Garry United Church
The Public Service Alliance
Focus on Women Conference 1983
Intervening in Family Violence Conference 1984
Manitoba Teachers Society 1984
Northern Options for Women Conference 1985 & 1986

**• Media Guest Appearances:**

*Examples:*

- *Take 30 Special:* Women and Employment
- *United Nations Association TV Panel:* The Future of Women
- *Peter Warren Action Line:* Role of Advisory Council
- *CBC Radio AM:* Pornography
- *CBC-TV The Journal:* Wife Abuse and the Court System
- *CBC Radio-North:* Women and Limestone.

## • Information Distribution

Information packages and Advisory Council publications are distributed to women's organizations and individuals on request.

# Publications

• **Report on the Manitoba Pension Commission Hearings**
April, 1983
(Report with Recommendations)
Researchers: Advisory Council: Jennifer Cooper, Joan Eliesen, Roberta Ellis, Pauline Russell

• **Reproductive Health**
May 16, 1983
(Paper with Recommendations to the Government of Manitoba)
Researchers: Advisory Council: Roberta Ellis, Joan Eliesen

• **Information on Pornography**
October, 1983
(Information package)
Researchers: Manitoba Action Committee on the Status of Women, Canadian Coalition Against Media Pornography

• **Economic Union and Development Prospects for Canada**
November, 1983
(Presentation with Recommendations to the Royal Commission on the Economic Union and Development Prospects for Canada)
Researchers: Advisory Council: Agnes Calliste, Joan Eliesen, Roberta Ellis, Lilian McIlwain, Pauline Russell

• **Pornography**
April, 1984
(Presentation with Recommendations to the Fraser Committee on Pornography & Prostitution)
Researcher: Advisory Council: Roberta Ellis

• **Prostitution**
April, 1984
(Presentation with Recommendations to the House of Commons Justice and Legal Affairs Committee concerning Prostitution and Soliciting)
Researchers: Advisory Council: Jennifer Cooper, Pauline Russell

• **Advisory Council** -brochure
July, 1984

• **Economic realities of women**
November, 1984
(Concerns and Recommendations)

• **Some concerns of rural & farm women**
November, 1984
(Information paper to the Minister responsible for the Status of Women)

• **"System's" response to victims of incest in Manitoba**
January, 1985
(Report with Recommendations)
Researchers: S.T.E.P. students: Shawn Corne, Marsha Runtz; Advisory Council: Jennifer Cooper, Joan Eliesen

• **Sexual assault: Manitoba concerns**
January, 1985
(Paper addressed to the Attorney-general)

• **Women and Limestone**
February, 1985
(Paper addressed to the Minister of Energy and Mines)

• **Economic realities of women under the Manitoba Family Maintenance Act**
October, 1985
(Report with Recommendations)
Researchers: Members of the *Ad Hoc* Family Law Monitoring Group;
S.T.E.P. students: Jane McCannell-Neale and Elaine Clarke;
Advisory Council: Jennifer Cooper, Joan Eliesen

• **Situation économique de la femme et la Loi manitobaine sur l'obligation alimentaire**
Octobre, 1985
(Sommaire et recommandations)

# Budget

| Fiscal Year | Operating | Salaries | (Staff Years) | Total $. |
|---|---|---|---|---|
| 1982-1983 | $36,500 | $47,300 | 2 | $ 83,800 |
| 1983-1984 | $47,300 | $52,200 | 2 | $ 99,500 |
| 1984-1985 | $99,500 | $62,900 | 2.26 | $162,400 |
| 1985-1986 | $99,500 | $67,700 | 2.26 | $167,200 |

Information and publications
available at:

**Manitoba Advisory Council
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